

188/LG/SE/SEPT/2023/GBSL

**September 6, 2023**

To  
**BSE Limited**  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Fort, Mumbai – 400 001  
**Scrp Code: 509079**

To  
**National Stock Exchange of India Limited**  
Exchange Plaza, Bandra Kurla Complex,  
Bandra (E), Mumbai – 400 051  
**Scrp Symbol: GUFICBIO**

**Subject: Business Responsibility & Sustainability Report for the Financial Year 2022-2023**

Dear Sir/Madam,

Pursuant to Regulation 34 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility & Sustainability Report of the Company for the Financial Year 2022-23.

Kindly take the same on your record.

Thanking you,

Yours faithfully,

**For Gufic Biosciences Limited**

**Ami Shah**  
**Company Secretary**  
**Membership No.: A39579**

Encl.: As above

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE FINANCIAL YEAR 2022-23

### DIRECTORS MESSAGE:

In our commitment to responsible business practices, we are pleased to present our first Business Responsibility and Sustainability Report for the Financial year 2022-23, which outlines our efforts and progress in the areas of Environmental, Social and Governance (ESG) responsibilities. We recognize the challenges posed by ESG-related issues and have taken significant steps to address them.

We acknowledge the pressing environmental challenges that our planet faces today. Climate change, resource depletion and pollution are among the critical issues affecting our ecosystem. As a responsible business, we have set targets to reduce our carbon footprint, minimize waste generation and promote sustainable resource management. Through our innovative initiatives and collaborations, we are adopting eco-friendly practices across our operations. A comprehensive Standard Operating Procedure (SOP) has been formulated to delineate the protocols for recovering and securely disposing of products that have expired or are defective. In compliance with government protocols, these products are disposed of or incinerated at waste management facilities that hold official government approval.

We understand that social issues are intertwined with our business ecosystem. We strive to create a positive impact on society by focusing on employee welfare, community engagement and inclusive practices. Our goals include promoting diversity and equality within our workforce, ensuring fair labour practices, protection of human rights, prevention of sexual harassment and supporting local communities through various social welfare programs. During the financial year 2022-23, our Corporate Social Responsibility (CSR) endeavours encompassed a diverse range of initiatives, spanning healthcare, education, rural development, animal welfare, amongst others.

We recognize the significance of strong corporate governance in sustaining long-term business success. Transparent and ethical practices are fundamental to our operations. Our governance framework ensures compliance with legal and regulatory requirements, promotes accountability and maintains a robust system of checks and balances. We also have a secure grievance redressal and whistle blower mechanism within the organisation ensuring that our stakeholders can rely on us to uphold our core values and maintain the utmost levels of corporate governance. We continuously assess and enhance our governance practices to uphold the highest standards of integrity and instill trust among our stakeholders.

We take pride in the achievements we have made in our ESG journey. Our efforts have led to significant reduction in greenhouse gas emissions, increased representation of women in leadership positions and strengthened partnerships with local communities. We have implemented robust monitoring systems to track our progress and continuously improve our performance. Looking ahead, we have set ambitious targets to further reduce our environmental impact, enhance social well-being, and strengthen our governance practices. We are committed to actively engaging with stakeholders and collaborating with industry peers to address emerging challenges and drive positive change.

In conclusion, we remain steadfast in our commitment to responsible business practices and the principles of ESG. By embracing these challenges head-on, we aim to create sustainable value for our stakeholders and contribute to a better future for generations to come.

**Pranav J. Choksi**  
**CEO & Whole Time Director**  
**DIN: 00001731**

**SECTION A: GENERAL DISCLOSURES**

**I. Details of the listed Company**

1.	Corporate Identity Number (CIN) of the Listed Company :	L24100MH1984PLC033519
2.	Name of the Listed Company	Gufic Biosciences Limited
3.	Year of incorporation	1984
4.	Registered office address	37, First Floor, Kamla Bhavan-II, S. Nityanand Road, Andheri (East), Mumbai-400069
5.	Corporate address	SM House, 11 Sahakar Road, Vile Parle (East), Mumbai-400057
6.	E-mail	<a href="mailto:corporaterelations@guficbio.com">corporaterelations@guficbio.com</a>
7.	Telephone	(+91 22) 67261000
8.	Website	<a href="http://www.gufic.com">www.gufic.com</a>
9.	Financial year for which reporting is being done	April 01, 2022 - March 31, 2023
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (Scrip Code: 509079) and National Stock Exchange of India Limited (Scrip Symbol: GUFICBIO)
11.	Paid-up Capital	₹ 96944506 /-
12.	Name & contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Ami Shah, Company Secretary & Compliance Officer, Contact Details: Email: <a href="mailto:mgr_legal@guficbio.com">mgr_legal@guficbio.com</a> ; Tel. No.: (+91 22) 67261000
13.	Reporting boundary	Standalone basis

**II. Products/services**

**14. Details of business activities (accounting for 90% of the turnover):**

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Pharmaceutical	Manufacturing and marketing of pharmaceutical products	100

**15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):**

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of pharmaceutical products	210	100

**III. Operations**

**16. Number of locations where plants and/or operations/offices of the entity are situated:**

Location	Number of plants	Number of offices	Total
National	3	25*	28
International	0	1	1

\*No. of offices includes the place of business of Company's Carrying and Forwarding Agents.

**17. Markets served by the entity:**

**a. Number of locations**

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	20+ Countries

**b. What is the contribution of exports as a percentage of the total turnover of the entity?**

Currently, the Company is exporting its products in 20+ countries. As on March 31, 2023, the exports of the Company contributes to 15.5% of total turnover.

**c. A brief on types of customers**

Our customers include wholesalers, distributors, pharmacy chains, hospitals, government institutions, consumers and other pharmaceutical companies. Patients who use our products are our ultimate customers.

**IV. Employees**

**18. Details as at the end of Financial Year:**

**a. Employees and workers (including differently abled) :**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEE</b>						
1	Permanent (D)	1617	1408	87.07	209	12.93
2	Other than Permanent (E)	0	0	0	0	0
	<b>Total Employee (D+E)</b>	<b>1617</b>	<b>1408</b>	<b>87.07</b>	<b>209</b>	<b>12.93</b>
<b>WORKER</b>						
1	Permanent (F)	11	7	63.64	4	36.36
2	Other than Permanent (G)	538	266	49.44	272	50.56
	<b>Total Employee (F+G)</b>	<b>549</b>	<b>273</b>	<b>49.73</b>	<b>276</b>	<b>50.27</b>

**b. Differently abled Employees and workers:**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	-	-	-	-	-
2	Other than Permanent (E)	-	-	-	-	-
	<b>Total differently abled employees (D + E)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
3	Permanent (F)	-	-	-	-	-
4	Other than Permanent (G)	-	-	-	-	-
	<b>Total differently abled employees (F + G)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

**19. Participation / Inclusion / Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10
Key Management Personnel	2	1	50

**20. Turnover rate for permanent employees and workers**  
(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	41.08	28.19	39.46	40.84	28.92	39.33	38.38	27.24	37.01
Permanent Workers	-	-	-	66.67	-	40.00	40.00	66.67	50.00

**V. Holding, Subsidiary and Associate Companies (including joint ventures)**

**21. (a) Names of holding / subsidiary / associate companies / joint ventures**

S.No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
Not Applicable#				

#The Company have two foreign wholly owned subsidiaries viz., Gufic UK Limited ("GUL") in the United Kingdom and Gufic Ireland Limited ("GIL") in Ireland. However, the Company have not made any investment in GUL and GIL towards its share subscription as on March 31, 2023. Further, GUL and GIL have not yet commenced its business operation as on March 31, 2023.

**VI. CSR Details**

**22. (I) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) : Yes**

(ii) Turnover (in Rs.) (2022-23) : ₹ 69,062.08 Lakhs

(iii) Net worth (in Rs.) (2022-23): ₹ 34,780.82 Lakhs

**VII. Transparency and Disclosures Compliances**

**23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. The communities can raise their grievances through the concerned Plant Head.	-	-	-	-	-	-
Investors (other than shareholders)		<b>Not Applicable</b>					
Shareholders	Yes, the Company has appointed M/s. Link Intime India Private Limited as the Registrar and Share Transfer Agent (RTA) who takes care of shareholders enquiries/ queries, requests and complaints. Further, the Company also has designated email-ids: <a href="mailto:corporaterelations@guficbio.com">corporaterelations@guficbio.com</a> & <a href="mailto:mgr_legal@guficbio.com">mgr_legal@guficbio.com</a> , to address the grievances of the Shareholders. The said details are also available on the website of the Company at the link: <a href="http://gufic.com/investors-redressal/">http://gufic.com/investors-redressal/</a>	1	-	-	-	-	-
Employees and workers	Yes, the employees and workers have access to the Company's whistle blower mechanism. The policy in this regard is accessible at <a href="http://gufic.com/wp-content/uploads/2016/08/WHISTLE_BLOWER_POLICY.pdf">http://gufic.com/wp-content/uploads/2016/08/WHISTLE_BLOWER_POLICY.pdf</a> Employees can also put their grievances in the complaint/ suggestion boxes placed at offices.	-	-	-	-	-	-
Customers	Yes, the Company has adequate Standard Operating Procedures to redress the Customer's grievances.	23	Nil	-	38	Nil	-
Value Chain Partners	Yes, the Value Chain Partners can raise their grievances by writing to the respective functional head or location head & the same is promptly attended by the respective head. The Company also has in place Code of Conduct for Supplier which can be accessible at <a href="http://gufic.com/wp-content/uploads/2021/06/Supplier%20Code%20of%20Conduct.pdf">http://gufic.com/wp-content/uploads/2021/06/Supplier%20Code%20of%20Conduct.pdf</a>	-	-	-	-	-	-
Other (please specify)		<b>Not Applicable</b>					

24. Overview of the entity’s material responsible business conduct issues  
 Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Corporate Governance and Business Ethics	Risk & Opportunity	<p><b>Risk:</b> Neglecting to maintain the utmost standards of corporate governance and business ethics can lead to significant risks, including reputational damage, legal consequences and loss of stakeholder trust.</p> <p><b>Opportunity:</b> Through the adoption of good governance practices and ethical standards, organizations can cultivate sustainable value creation that positively impacts all stakeholders in the long run.</p>	<p>The Company provides regular training on business ethics and our code of conduct reinforces strict adherence to our policies by all employees. We ensure strict compliance with all applicable legal requirements to avoid regulatory repercussions &amp; promote transparency in all business operations and financial reporting. Moreover, our commitment to maintaining high-quality standards is evident in our rigorous quality control measures, particularly in our operating locations, where we prioritize cGMP compliances.</p>	<p><b>Positive:</b> Good governance and ethical practices can lead to enhanced investor confidence, customer loyalty, access to sustainable investments and improved financial performance.</p> <p><b>Negative:</b> Failure to comply with regulatory standards can be significant, with risks potentially leading to regulatory fines, litigation costs, reputational damage and reduced investment opportunities.</p>
2	Occupational Health and Safety	Risk and Opportunity	<p><b>Risk:</b> Exposure to unhealthy, unsafe &amp; hazardous work conditions can have detrimental effects on the physical &amp; mental well-being of workers, resulting in decreased productivity. Additionally employee health and safety incidents pose regulatory, reputational and business continuity risks.</p> <p><b>Opportunity:</b> The Company demonstrates its commitment and determination to prioritize workforce health and safety by implementing a robust Environment, Health and Safety (EHS) management system that includes comprehensive hazard identification, mitigation plans, root cause analysis of reported incidents and corresponding corrective action plans. This integrated approach boost employee morale and results in higher efficiency and productivity.</p>	<p>1. The Company implements a robust Health and Safety Management system which includes periodic internal and external audits of the safety practices to ensure their effectiveness and adherence to established standards.</p> <p>2. After identifying and assessing safety incidents, the Company adopts comprehensive corrective action plans to proactively prevent any recurrence of such incidents in the future.</p>	<p><b>Positive:</b> The Company's robust approach to Occupational Health and Safety Management enables to prevent occurrence of incidents &amp; thereby boost employee morale. This will results in higher efficiency and productivity.</p> <p><b>Negative:</b> The occurrence of frequent safety incidents and injuries can have a negative impact on the Company's performance in terms of both safety and workforce well-being.</p>



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Regulatory Compliances	Risk and Opportunity	<p><b>Risk:</b> The Company being in pharmaceutical industry is required to comply with stringent regulatory requirements which includes Current Good Manufacturing Practices (cGMP), Current Good Laboratory Practices (cGLP) and other regulatory requirements. If the Company fails to comply with the applicable statutory regulations, it may lead to loss of reputation &amp; business loss.</p> <p><b>Opportunity:</b> Strict adherence to regulatory compliances helps build a positive reputation for the Company, instilling trust among stakeholders, including customers, healthcare professionals &amp; regulatory bodies. Regulatory compliance demonstrates credibility and facilitates market access in different jurisdictions and also provides a competitive edge over non-compliant counterparts.</p>	<p>The Company has a strong quality assurance mechanism and compliance monitoring checklist that ensures strict compliance at every level. Also regular training for its employees to update them on new developments is an integral part of this process. Proper Standard Operating Procedures (SOPs) and protocols are in place which needs to be followed by the employees. Compliance processes and procedures are regularly reviewed and updated based on changing regulations and industry best practices.</p>	<p><b>Positive :</b> Regulatory compliance enhances a company's reputation and builds trust among customers, stakeholders and regulatory authorities. It enables the Company to explore new markets and geographies.</p> <p><b>Negative :</b> Non- Compliance with any regulatory compliances may affect the Company's reputation and impact the continuity of the business. Regulatory frameworks can be complex and subject to frequent changes</p>
4	Responsible Supply Chain Management	Risk and Opportunity	<p><b>Risk:</b> The entire product life cycle heavily relies on a well-functioning supply chain. To prepare for unexpected situations that may cause disruptions, it is essential to have a robust contingency plan in place. The Company extends its responsible business principles throughout the value chain, expecting suppliers to adhere to these principles. Non-compliance from suppliers may have consequences on the Company's partnership with them, thereby affecting the overall business continuity plan. Weak supply chain management practices can result in disruptions, delays, and quality issues.</p> <p><b>Opportunity:</b> Responsible supply chain management practices can enhance a company's reputation as a socially and environmentally responsible organization. This can attract customers,</p>	<p>The Company have well defined "Supplier Code of Conduct" for our suppliers which addresses all the elements of sustainable sourcing with special emphasis on supply continuity, quality, capacity and capability building, long term business relationships and overall sustainable performance management. The Company have a well-defined and documented Standard Operating Procedures for vendor approval. Vendor Audits are conducted by the Quality Assurance Team periodically. The Company has maintained long standing business relations with regular vendors.</p>	<p><b>Positive :</b> Responsible supply chain management helps to identify and address potential risks including disruptions in the supply chain and also safeguards its operations from adverse impacts. It also enables the Company to explore alternative suppliers which presents an opportunity to mitigate risk exposure while unlocking access to untapped sources of raw materials. This process may unveil local suppliers, thereby reducing the environmental impact and offering improved control over evaluating supplier practices.</p> <p><b>Negative:</b> Disruptions from non-substitutable and critical raw material suppliers could have a significant impact on the business if unforeseen challenges arise. Embracing responsible practices often requires the Company to trace</p>



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Product Quality, Safety and Recall management	Risk and Opportunity	<p><b>Risk:</b> As Pharma Company is highly regulated, non-compliance with strict pharmaceutical regulations and quality standards may lead to legal penalties, product recalls and damage to the company's reputation. Product quality/safety is very critical for success of the Company.</p> <p><b>Opportunity:</b> Maintaining high product quality and safety standards can enhance the Company's reputation and foster customer trust. A strong track record of product quality and safety can give the company a competitive advantage in the market. Implementing robust recall management processes can help mitigate potential risks and reduce the impact of adverse events.</p>	<p>The Company has implemented robust quality management systems that adhere to Good Manufacturing Practices (GMP). This includes setting up Standard Operating Procedures (SOPs), conducting regular audits and ensuring compliance with relevant regulations. There also exist a robust pharmacovigilance system to monitor &amp; assess adverse events &amp; safety concerns post-market. Timely reporting and analysis of adverse events enable quick actions, including recalls if necessary. Regular trainings are imparted to the employees at all levels on quality &amp; safety practices, emphasizing the importance of adhering to established protocols. This promotes a culture of quality and safety throughout the organization. The employees are updated with evolving regulatory requirements and standards related to product quality, safety, and recalls, and ensure full compliance.</p>	<p>their supply chains more comprehensively &amp; collaborate with multiple suppliers which can lead to increased administrative burden, higher coordination costs and potential challenges in finding and maintaining responsible suppliers.</p> <p><b>Positive:</b> Delivering high-quality and safe products establishes a positive reputation for the Company, leading to increased customer loyalty and trust and thereby providing the Company a competitive edge. This strengthens the reputation of the Company amongst our stakeholders. Maintaining strict adherence to regulatory requirements fosters trust with regulatory authorities and reduces the likelihood of legal penalties and recalls due to non-compliance.</p> <p><b>Negative:</b> Failure to meet quality and safety standards may lead to regulatory sanctions, fines, exposure to litigation risk or even product recalls, resulting in financial losses, temporary disruption of operations and damage to the Company's reputation.</p>
6	Product development, innovation & pricing	Opportunity	<p><b>Opportunity:</b> Investing in Research and Development (R&amp;D) to discover and develop new drugs offers an opportunity to address unmet medical needs and expand the company's product portfolio. This strategic approach fosters consistent growth, expands the consumer base and guarantees long-term viability.</p>	<p>-</p>	<p><b>Positive :</b> Product development, innovation and pricing strategies play a vital role in the success and growth of the Company. This enable the Company to address market needs, improve patient outcomes, and sustain a competitive advantage, ultimately benefiting patients, stakeholders, and the Company's overall performance.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Cyber Security & Data Privacy	Risk and Opportunity	<p><b>Risk:</b> Cybersecurity and data privacy risks directly influence the security and integrity of the entire IT system throughout the organization. Periodically assessing the criticality of technology advancements and cyber security risks is essential for safeguarding business operations and preventing unforeseen breaches of data security and data privacy.</p> <p><b>Opportunity:</b> Implementing robust cybersecurity measures and data privacy protocols can safeguard sensitive data and protect against potential cyber threats. This will support the productivity and growth of the business.</p>	<p>The Company ensures robust IT management and monitoring systems, along with installation of anti-virus &amp; firewalls, to safeguard against data integrity and cyber security breaches. Regular training and awareness sessions are organized for employees, keeping them informed about the latest developments in data integrity and cyber security practices.</p>	<p><b>Positive:</b> By embracing innovative technology and implementing digitalization initiatives, along with providing essential training to the team, the Company can ensure strict compliance with data security and privacy measures. Mitigating cyber security risks ensures continuity of critical business operations, preventing costly disruptions and downtime.</p> <p><b>Negative:</b> Without a strong data integrity and security mechanism in place, the likelihood of data breaches may rise significantly, leading to the loss of valuable information with potentially severe consequences for the business. Such breaches could expose customer and stakeholder data, putting the company at risk of litigation, fines and penalties.</p>
8	Human Capital Development	Risk and Opportunity	<p><b>Risk:</b> Human Capital Development encompasses talent management initiatives such as talent acquisition, retention, employee development and ensuring employee well-being &amp; satisfaction. Given that our business heavily relies on the well-being of our workforce, falling short of meeting or exceeding employee expectations could have negative consequences on employee retention, productivity and overall business continuity.</p> <p><b>Opportunity:</b> The Company is committed to enhance employee welfare and development by ensuring a nurturing environment that appreciates their contributions and fosters personal growth. This approach fosters employee retention and attracts top talent, ultimately driving productivity, fostering innovation and fueling long-term business growth. As a result, this value-driven strategy</p>	<p>The Company has in place a well-structured onboarding process to ensure new employees integrate smoothly into the organization, understand their roles, and align with the company's values and culture. We offer continuous training and development opportunities to employees to enhance their skills, knowledge, and career growth within the company. Formal succession planning programmes are conducted for all leadership positions. The Company offers competitive compensation packages and benefits to attract and retain top talent, while also considering non-monetary incentives such as recognition and career growth opportunities.</p>	<p><b>Positive:</b> Effective human capital management can enhance employee engagement, job satisfaction and motivation, leading to increased productivity and performance. A strong focus on human capital development attracts top talent to the organization and increases employee retention rates, reducing recruitment costs. A positive work environment that fosters innovation and creativity can lead to new ideas and solutions, driving the company's competitiveness and growth.</p> <p><b>Negative:</b> Failure to meet employee expectations could result in adverse and lasting effects on employee productivity, potentially hindering the Company's growth in the long term.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Social Impact through Community Development	Opportunity	<p>benefits all stakeholders by creating sustainable value and mutual prosperity.</p> <p><b>Opportunity:</b> The Company aligns its Corporate Social Responsibility (CSR) initiatives with the specific needs of the community. This approach fosters a sense of mutual trust and understanding, leading to a lasting and positive relationship with the community and can have a more meaningful and sustainable impact on the community's well-being.</p>	-	<p><b>Positive:</b> The CSR contribution of the Company for upliftment of the society in the areas of healthcare, education, animal welfare, among others not only promotes positive social outcomes but also fosters a strong bond with the community. This enables the Company to improve its reputation within the local community.</p>

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies & processes put in place towards adopting the NGRBC Principles and Core Elements

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle & its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes, the policies are approved by the Board of Directors.								
c. Web Link of the Policies, if available	<a href="http://gufic.com/wp-content/uploads/2023/05/Business%20Responsibility%20Policy.pdf">http://gufic.com/wp-content/uploads/2023/05/Business%20Responsibility%20Policy.pdf</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Policies are extended to value chain partners to the extent required and feasible.								
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Current Good Manufacturing Practices (cGMP), Good Laboratory Practices (GLP) apart from accreditations by Central Drugs Standard Control Organisation (CDSCO: India), ISO 14001:2015, ISO 9001:2015 and international regulatory authorities such as WHO GMP, Philippines BFAD, Nigeria NAFDAC, Cambodia MOH, Kenya PPB, Ethiopia FMHACA, Thailand MOH, Sri Lanka NMRA, EU GMP (Hungary), ANVISA Brazil, Russian GMP, Health Canada, Ukraine GMP, Australia TGA, Colombia INVIMA, Uganda NDA, SAHPRA South Africa etc.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p><b>P6:</b></p> <ol style="list-style-type: none"> <li>To reduce water consumption by 10% by end of year 2024.</li> <li>To enhance water conservation by minimizing fresh water consumption and upgrading the system to recycle treated water.</li> <li>To reduce effluent load on the Effluent Treatment Plant (ETP).</li> <li>Intending to uphold an oxygen-rich environment, a tree plantation is scheduled for 2023-2024.</li> <li>To dispose 10% of waste through co-processing by the year 2025.</li> </ol>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p><b>P6:</b></p> <ol style="list-style-type: none"> <li>The Company has initiated tree plantation program in nearby places i.e. Kabilpore, Munsad during the year 2022-2023. This aimed to increase greenery, enhance air quality and prevent soil erosion, benefiting the local environment and communities.</li> <li>A sewage treatment plant project is underway, set to finish by 2024. This project not only addresses wastewater challenges but also emphasizes water reuse, showing a commitment to sustainable water management and environmental responsibility.</li> </ol>								
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Directors's message is given at the beginning of this report.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Nagesh Yarrabathina- Chief Operating Officer								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	No. Mr. Nagesh Yarrabathina - Chief Operating Officer of the Company oversees the Business Responsibility and Sustainability initiatives of the Company and reports to the Board of Directors. The Board of Directors reviews and oversees implementation of sustainability related issues on an annual basis.								

### 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually / Half yearly / Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The performance against all policies is monitored and reviewed by the Board of Directors, wherever required.									Periodically/ Need Basis								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The status of compliance with all applicable statutory requirements is reviewed by the Board of Directors.									Ongoing basis								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No, the Company internally reviews the working of the aforementioned policies.								

**12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated**

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE:**

**PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE**

**Essential Indicators**

**1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:**

Segment	Total number of training & awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness Programmes
Board of Directors (BOD)	4	The Company provides familiarization/ awareness programme to the BOD & KMP periodically which covers topics such as Industry Updates & developments, R & D Activities, CSR Activities undertaken, Capex, Corporate Governance, code of business conduct & ethics, ESG parameters, overall performance of the Company etc. Further regular updates are shared with the BOD & KMP to apprise them of developments in the Company, key regulatory changes, risks & compliances.	100%
Key Managerial Personnel (KMP)			
Employees other than BOD & KMPs	23	Product training, Selling skills, Personality development, team building, leadership skills, skill upgradation, Prohibition of Insider Trading, Code of Conduct and Prevention of Sexual Harassment at workplace	100%
Workers	70	Health and Safety related training and awareness sessions, Prevention of Sexual Harassment at workplace, Fire Fighting training, Personal hygiene, technical and compliance training	100%

**2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year 2022-23:**

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred ? (Yes/No)
Penalty / Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding Fees	-	-	-	-	-
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred ? (Yes/No)	
Imprisonment	-	-	-	-	
Punishment	-	-	-	-	

**3. Of the instances disclosed in Question 2 above, details of the Appeal / Revision preferred in cases where monetary or non-monetary action has been appealed:**

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
-	-

**4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.**

Yes, the Company has anti-corruption and anti-bribery policy which emphasizes Company's zero tolerance towards bribery and corruption practices. This policy applies to all Stakeholders or any other person associated with the Company or acting on behalf of the Company. It would also apply to persons appointed on adhoc/temporary/contract basis, trainees, apprentices as well as representatives of business associates, vendors, customers and others doing business or having interaction with the Company.

This policy is an integral part of governance of the Company which shall be read with Code of Conduct for Board Members and Senior Management Personnel and Whistle Blower Policy. The policy can be accessed at <http://gufic.com/wp-content/uploads/2023/06/Anti-Corruption%20&%20Anti-fraud%20Policy.pdf>

**5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:**

	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

**6. Details of complaints with regard to conflict of interest:**

	FY 2022-2023 (Current Financial Year)		FY 2021-2022 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

**7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.**

Not Applicable

**Leadership Indicators**

**1. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.**

Yes, the Company's Code of Conduct for Directors and Senior Management ("Code of Conduct") set forth ethical standards to be complied by the Directors and Senior Management and avoid any actions or professional involvements that create a conflict of interest. Additionally, the Code explicitly states that Directors and Senior Management are prohibited from using information obtained through their position in the Company for personal gain. The Directors and Senior Management are required to provide yearly declaration to the Company that they have abided the Code of Conduct and there is no conflict of interest in any of their dealings. The Code of Conduct can be accessed at:

<http://gufic.com/wp-content/uploads/2020/10/Code%20of%20conduct%20for%20directors%20and%20Senior%20Management%20Personnel.pdf>

**PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE**

**Essential Indicators**

**1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**



	Current Financial Year 2022-23	Previous Financial Year 2021-22	Details of improvements in environmental and social impacts
R & D	100%	100%	R&D investments involve allocating resources to diverse projects aimed at enhancing the eco-friendly and societal effects of our products and procedures. This includes Reduction in processing timings like lyophilization cycles, Increasing of Batch sizes, as well as extending the shelf life of products. The latter endeavor aids in decreasing the demand for utilities, labor hours, and process durations, thereby contributing positively to the environment. Process improvement for reduction in nitrosamine Impurities.
Capex	0.7%	4.7%	<ol style="list-style-type: none"> <li>1. Installed high-capacity Lyophilizers to increase batch sizes, complemented by investments in advanced techniques for optimizing lyophilization cycles.</li> <li>2. Implemented recharge wells to facilitate the replenishment of rainwater reserves.</li> <li>3. Introduced additional dust extraction systems to mitigate the risk of safety hazards like explosions, concurrently enhancing industrial hygiene conditions of shop floor employees.</li> <li>4. Upgraded the Effluent Treatment Plant (ETP) with pre treatment and multi disk screw press to help ensure better control of parameters and reduction in moisture content of sludge, thereby yielding cost reduction benefits.</li> <li>5. Set up a new occupational health center equipped with an ambulance and essential medical equipment.</li> <li>6. Focused on improvements in environmental performance by implementing initiatives aimed at waste water treatment and conserving water and energy resources.</li> </ol>

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No): Yes

b. If yes, what percentage of inputs were sourced sustainably?

>95%

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

We have waste management systems in place at our facilities. The recycling and disposal of the reclaimed plastics (including packaging) is carried out as per the Central Government rules and in accordance with the provisions of the Plastic Waste Management Rules. We have complied with the Extended Producers Responsibility (EPR) obligation under the Plastic Waste Management (PWM) Rules, 2016. The Company has established a comprehensive Standard Operating Procedure (SOP) that outlines the proper handling and safe disposal of both saleable and non-saleable stock returned by the stockiest.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, Extended Producer Responsibility (EPR) is applicable to us and we are a registered brand owner with the Central Pollution Control Board (CPCB). We comply with the requirements outlined in the Plastic Waste Management Rules, 2016 and fulfill our EPR obligations by collaborating with a Waste Management Agency (WMA).



### Leadership Indicator

#### 1. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Since, the Company is engaged in the pharmaceutical sector, we do not recycle or reuse input material.

#### 2. Reclaimed products and their packaging materials (as percentage of products sold) for each product category:

The Company reclaims expired medicine stocks from the stockist as per its SOP. The reclaimed expired medicine stock is then disposed off in a safe manner, as per the regulatory guidelines.

### PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

#### Essential Indicators

##### 1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	1408	1408	100.00	1408	100.00	0	0	0	0	0	0
Female	209	206	98.56	209	100.00	209	100.00	0	0	0	0
<b>Total</b>	<b>1617</b>	<b>1614</b>	<b>99.81</b>	<b>1617</b>	<b>100.00</b>	<b>209</b>	<b>100.00</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent employees</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

##### b. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	7	4	57.14	7	100.00	0	0.00	0	0	0	0
Female	4	4	100.00	4	100.00	4	100.00	0	0	0	0
<b>Total</b>	<b>11</b>	<b>8</b>	<b>72.73</b>	<b>11</b>	<b>100.00</b>	<b>4</b>	<b>100.00</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent employees</b>											
Male	266	266	100.00	266	100.00	0	0.00	0	0	0	0
Female	272	272	100.00	272	100.00	272	100.00	0	0	0	0
<b>Total</b>	<b>538</b>	<b>538</b>	<b>100.00</b>	<b>538</b>	<b>100.00</b>	<b>272</b>	<b>50.56</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

##### 2. Details of retirement benefits:

Benefits	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00	100.00	Y	100.00	100.00	Y
Gratuity	100.00	100.00	Y	100.00	100.00	Y
ESI	31.85	45.45	Y	37.23	75.00	Y
Others-Please specify	-	-	-	-	-	-

**3. Accessibility of workplaces**

**Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.**

Yes, the premises/ offices of the Company are accessible to differently abled employees and workers.

**4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**

Yes, the Company has in place Equal Opportunity Policy which outlines its commitment to non-discrimination by providing equal employment opportunities to all its employees. The policy is available at the Company's website at <http://gufic.com/wp-content/uploads/2023/06/Equal%20Oppourtunity%20Policy.pdf>

**5. Return to work and Retention rates of permanent employees and workers that took parental leave.**

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100.00	100.00	100.00	100.00
<b>Total</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>

**6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.**

	Yes/No	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes	Yes, the Company have an established grievances redressal mechanism for employees and workers.
Other than Permanent Workers	Yes	We have also established Internal Complaints Committee ("ICC") to address sexual harassment grievances of the employees/workers. Further we also have Whistle Blower Mechanism which encourages the employees and workers to bring to attention any instances of unethical behaviour, frauds or violation to the Audit Committee.
Permanent Employees	Yes	Non-permanent employees/ workers have the option to raise their concerns either to their manager/ supervisor.
Other than Permanent Employees	Yes	Our organization has kept suggestion box in the offices wherein the employees are encouraged to provide suggestion, raise their concerns. We also have Town Hall Meetings wherein the grievances of the employees are heard and resolved.

**7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:**

The Company does not have any trade unions. However, we recognize the right to freedom of association and collective bargaining.

Category	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Total employees /workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees /workers in respective category (C)	No. of employees / workers in respective category who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>						
- Male	-	-	-	-	-	-
-Female	-	-	-	-	-	-
<b>Total Permanent Workers</b>						
- Male	-	-	-	-	-	-
-Female	-	-	-	-	-	-

## 8. Details of training given to employees and workers:

Category	FY 2022-2023 Current Financial Year					FY 2021-2022 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. E	%(E/D)	No. F	%(F/D)
<b>Employees</b>										
Male	1408	1408	100.00	1408	100.00	1211	1211	100.00	1211	100.00
Female	209	209	100.00	209	100.00	167	167	100.00	167	100.00
<b>Total</b>	<b>1617</b>	<b>1617</b>	<b>100.00</b>	<b>1617</b>	<b>100.00</b>	<b>1378</b>	<b>1378</b>	<b>100.00</b>	<b>1378</b>	<b>100.00</b>
<b>Workers</b>										
Male	7	7	100.00	7	100.00	2	2	100.00	2	100.00
Female	4	4	100.00	4	100.00	2	2	100.00	2	100.00
<b>Total</b>	<b>11</b>	<b>11</b>	<b>100.00</b>	<b>11</b>	<b>100.00</b>	<b>4</b>	<b>4</b>	<b>100.00</b>	<b>4</b>	<b>100.00</b>

## 9. Details of performance and career development reviews of employees and worker:

Category	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	1408	1408	100.00	1211	1211	100.00
Female	209	209	100.00	167	167	100.00
<b>Total</b>	<b>1617</b>	<b>1617</b>	<b>100.00</b>	<b>1378</b>	<b>1378</b>	<b>100.00</b>
<b>Workers</b>						
Male	7	7	100.00	2	2	100.00
Female	4	4	100.00	2	2	100.00
<b>Total</b>	<b>11</b>	<b>11</b>	<b>100.00</b>	<b>4</b>	<b>4</b>	<b>100.00</b>

## 10. Health and safety management system:

- a. **Whether an occupational health & safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such system?**

Yes, the Company has in place Occupational Health and Safety Management System. Health and Safety of our employees and workers has always been in priority. The Company implements a robust Health and Safety Management system which includes periodic internal and external audits of the safety practices to ensure their effectiveness and adherence to established standards. The Company has complied with all the applicable legal requirements such as Factories Act, Environment Protection Act and various other guidelines and standards prescribed by Pollution Control Board. Employees and workers are provided with personal protective equipment and awareness training and are required to comply SOP's in this regard. The Occupational Health and Safety management system covers all the units and employees within the manufacturing operation. Hence, the coverage is 100%.

- b. **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

The Company undertakes periodic internal and external audits to ensure the compliance of Health and Safety Management system within the manufacturing operation. Corrective and preventive actions are undertaken based on the incident and cause by strengthening existing controls and/ or incorporating additional controls for all the activities within the premises of the organisation. Periodic EHS trainings and inspections are carried out in order to identify work-related hazards and take appropriate steps to mitigate the same.

- c. **Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)**

Yes, the Company has well-established Standard Operating Procedures (SOP) for employees and workers to identify and report on work-related hazards and the subsequent steps to mitigate them. Further they are also trained with Health and Safety module which includes identification of work-related hazards, analyse the risks associated with it and take subsequent steps to mitigate them. This enables either minimisation or elimination of hazard levels.

- d. **Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)**

Yes, the Company provides Medclaim policy to all the eligible employees and workers.

**11. Details of safety related incidents, in the following format:**

Safety Incident/Number	Category	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	1.43	1.29
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

**12. Describe the measures taken by the entity to ensure a safe and healthy work place.**

Employees and workers are provided with personal protective equipment and awareness training and are required to comply with SOP's in this regard. Further they are also trained with Health and Safety module which includes identification of work-related hazards, analyse the risks associated with it and take subsequent steps to mitigate them. We keep our employees informed about safety inspection results, injury and illness statistics, and other safety-related matters. Safety and environment audits of plants are done by competent authorities under the Factories Act to ensure compliance.

**13. Number of Complaints on the following made by employees and workers:**

	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Condition	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100
Working Conditions	100

**15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions:**

In current year, there were no safety related incident reported.

**Leadership Indicators**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

Yes, the Company extends compensatory package to employees and workers in the event of death. Benefits like provident fund, gratuity, as applicable, are settled on priority basis.

**2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

The Company ensures that statutory dues as applicable to the transaction with its value chain partners are deducted and deposited in accordance with the applicable regulations. The Company also collects necessary certificates and proofs from its contractors with respect to payment of statutory dues like PF, ESIC, etc. We emphasize holding our value chain partners responsible for upholding business responsibility principles and maintaining transparency and accountability.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q I I of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment: Nil

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

The Company provides skill upgradation training programmes to employees during their employment which further enable the employees to pursue employment post retirement or termination, based on the acquired skillset.

**PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS**

**Essential Indicators**

**1. Describe the processes for identifying key stakeholder groups of the entity.**

The Company recognizes any individual, group or institution that contributes to the Company's value chain as a core stakeholder. Key stakeholders include employees, workers, shareholders/investors, distributors, customers, channel partners, vendors/ suppliers/ third party manufacturers, healthcare professionals, local communities, regulators and government agencies. We place a strong emphasis on understanding the expectations and concerns of our stakeholders. By actively engaging with them through various channels, we have not only strengthened our relationships but also improved our overall organizational strategy.

**2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.**

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others- please specify)	Purpose & scope of engagement including key topics and concerns raised during such engagement
Investors/ Shareholders	No	Email, Newspaper Advertisements, Website, Disclosure to Stock Exchanges, Investor meetings, Earning calls, Annual Reports, Investor Presentations, Press Releases etc.	Quarterly /Half Yearly/ Annually/ Event based	Regulatory Compliances, Corporate Governance, to update them about significant developments in the Company & resolve their concerns.
Employees & workers	No	E-mails, Notices, Employee web-portals, Training and development workshops, Town halls and other communication mechanisms	Ongoing	Health and safety, training and development, follow ups for SOP's & compliances with policies of the Company.
Customers (Healthcare professionals, Dealers & Distributors)	No	Email, In- Person Meetings, Conferences and Seminars, Advisory Meetings, engagement through website & social media	Ongoing	Timely deliveries, product quality at competitive price, to stay updated on new developments in pharmaceutical sector, resolving grievances.
Suppliers, Vendors & Third Party manufacturer	No	E-mails and Meetings	Frequent & need based	To identify the key material issues impacting the supply chain, fair & ethical procurement & engagement practices. The key areas of interest of suppliers include volume and growth potential, collaboration, pricing & favourable payment terms, etc.
Government & Regulator	No	Mandatory regulatory filings, E-mails, written communication & meetings.	Need based	Timely filings, compliance with rules and regulations, approvals, permissions, etc.
Communities	Yes	Directly or through CSR implementation agency	Ongoing	Community development programmes through CSR initiatives

**Leadership Indicators**

**I. Provide the processes for consultation between stakeholders and the Board on economic, environmental and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

The mechanism of stakeholder engagement plays a crucial role in driving the strengthening and diversification of stakeholder relationships. It serves as a catalyst for identifying key material issues that have a significant impact on the Company's growth. Stakeholders have the opportunity to address concerns regarding economic, environmental and social matters through our dedicated grievance redressal email. Upon receipt of an email, we promptly acknowledge its receipt. We strive to respond to these emails promptly, providing initial generic responses to address immediate concerns. In cases where specific queries require the attention of the Board or Management, the Company Secretary escalates the matter for necessary action. The Board or Management thoroughly deliberates on these matters and makes informed decisions. The concerned individual is then notified of the outcome via a return email.

Furthermore, as part of our commitment to stakeholder satisfaction, the Board or Management reviews all complaints raised and oversees the closure of such queries or complaints. This ensures that appropriate actions are taken to address stakeholders' concerns and resolve any outstanding issues. Our grievance redressal process aims to foster transparency, accountability, and effective stakeholder engagement. We strive to ensure that all concerns are given due attention and resolved in a timely manner, maintaining a positive and mutually beneficial relationship with our stakeholders.

**PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS**

**Essential Indicators**

**I. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format :**

Category	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1617	1617	100.00	1378	1378	100.00
Other than permanent	0	0	100.00	0	0	100.00
<b>Total Employees</b>	<b>1617</b>	<b>1617</b>	<b>100.00</b>	<b>1378</b>	<b>1378</b>	<b>100.00</b>
<b>Workers</b>						
Permanent	11	11	100.00	4	4	100.00
Other than permanent	538	538	100.00	506	506	100.00
<b>Total Workers</b>	<b>549</b>	<b>549</b>	<b>100.00</b>	<b>510</b>	<b>510</b>	<b>100.00</b>

## 2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2022-2023 (Current Financial Year)					FY 2021-2022 (Previous Financial Year)				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	<b>1617</b>	<b>0</b>	<b>0.00</b>	<b>1617</b>	<b>100.00</b>	<b>1378</b>	<b>0</b>	<b>0.00</b>	<b>1378</b>	<b>100.00</b>
Male	1408	0	0.00	1408	100.00	1211	0	0.00	1211	100.00
Female	209	0	0.00	209	100.00	167	0	0.00	167	100.00
<b>Other than Permanent</b>	<b>0</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>
Male	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
<b>Workers</b>										
<b>Permanent</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>100.00</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>100.00</b>
Male	7	0	0	7	100.00	2	0	0	2	100.00
Female	4	0	0	4	100.00	2	0	0	2	100.00
<b>Other than Permanent</b>	<b>538</b>	<b>468</b>	<b>86.99</b>	<b>70</b>	<b>13.01</b>	<b>506</b>	<b>387</b>	<b>76.48</b>	<b>119</b>	<b>23.52</b>
Male	266	196	73.68	70	26.32	253	134	52.96	119	47.04
Female	272	272	100.00	0	0.00	253	253	100.00	0	0.00

## 3. Details of remuneration/salary/wages, in the following format:

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (Amt in Rs.)	Number	Median remuneration/ salary/wages of respective category (Amt in Rs.)
Board of Directors (BOD)*	4	20,88,558	0	-
Key Managerial Personnel	1	55,00,004	1	15,10,486
Employees other than BOD & KMPs	1408	3,29,988	209	2,81,722
Workers	7	3,38,160	4	3,44,211

\*BOD represents data for Executive Directors only

## 4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issue caused or contributed to by the business? (Yes/No)

Yes, the Company has dedicated HR team at various location to address the human rights issues.

## 5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

The Company has in place Internal Complaints Committee (ICC) which looks into and addresses any grievances related to sexual harassment. The Company also has in place whistle blower/ vigil mechanism to enable the employees to raise their concerns about unethical behavior, actual or suspected violation, malpractices, corruption, fraud or unethical conduct, leak of unpublished price sensitive information, etc. All the grievances related to human rights are promptly handled by the Manufacturing Unit Heads/Project Managers/Business Unit Heads in coordination with Human Resource Department. They thoroughly investigate each grievance and take necessary actions to address and resolve the issues. If necessary, disciplinary measures are taken and support from regulatory authorities is sought.



**6. Number of Complaints on the following made by employees and workers :**

	FY2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

**7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases**

The whistle blower policy of the Company ensures to protect the complainant from any unfair practices like retaliation, threat or intimidation of termination/ suspension of service, disciplinary action, transfer, demotion, refusal of promotion or use of direct or indirect authority to obstruct complainant ability to perform his duties. Complainants have the right to remain anonymous, unless requested by law enforcement. The investigation is done strictly in a confidential manner ensuring the protection of the complainant against any retaliation. All care is taken to withhold the identity of the complainant / whistleblower. Further, the Company has in place Internal Complaints Committee ("ICC") at head office and Plant to address complaints regarding sexual harassment.

**8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)**

Yes, human rights requirement is part of certain specific business agreement and contract, wherever required.

**9. Assessment for the year :**

	% of your plants and offices that were assessed by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

**10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.**

During the period under review, the Company did not received any corrective action directives as we are compliant with the applicable laws.

**Leadership Indicators**

**1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints**

During the financial year 2022-2023, the Company has not received any human rights grievances/complaints. Thus, no business processes have been modified/ introduced for addressing human rights grievances/ complaints.

**2. Details of the scope and coverage of any Human rights due-diligence conducted.**

During the financial year 2022-2023, the Company has not undertaken any Human Rights due diligence. However the Company has in place Human Rights Policy and all the employees and value chain partners are expected to abide by the principles covered in the policies.

**3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the rights of Persons with Disabilities Act, 2016**

Yes, the premises/office of the Company are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

## PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

### Essential Indicators

#### I. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Total electricity consumption (A)	19,37,06,82,000 Kilo Joules	17,12,92,68,000 Kilo Joules
Total fuel consumption (B)	17,89,03,65,600 Kilo Joules	14,64,81,84,000 Kilo Joules
Energy consumption through other sources (C)	-	-
<b>Total energy consumption (A+B+C)</b>	<b>37,26,10,47,600 Kilo Joules</b>	<b>31,77,74,52,000 Kilo Joules</b>
Energy intensity per rupee of turnover (Total energy consumption in KJ/turnover in rupees)	5.40	4.08
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

We haven't carried out assessment / evaluation / assurance from any external agency.

**2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

No.

**3. Provide details of the following disclosures related to water, in the following format:**

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
(i) Surface water	-	-
(ii) Groundwater	46966	30211
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)</b>	<b>46966</b>	<b>30211</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>46966</b>	<b>30211</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>0.0000068</b>	<b>0.0000039</b>
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	-	-

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

We haven't carried out assessment / evaluation / assurance from any external agency.

**4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**

Yes, we have implemented Zero Liquid Discharge mechanism at our Navsari plant. The Company have Effluent Treatment Plant (ETP) and three stage Multi Effect Evaporator (MEE) installed to treat the effluent water as per norms. The condensate produced by this system is effectively utilized in boilers and other utilities. The Company implements water conservation through reduce, reuse and recycle approach within its manufacturing locations.

**5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format :**

Parameter	Please Specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Nox	Ppm	16.9	17.41
Sox	Ppm	14.1	15.52
Particulate matter (PM)	mg/m3	30.54	31.95
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)	Ppm	-	-
Hazardous air pollutants (HAP)	Ppm	-	-
Others – please specify		-	-

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes, the evaluation has been carried out by Aqua-Air Environmental Engineers Private Limited.

**6. Provide details of greenhouse gas emissions (Scope 1 & Scope 2 emissions) & its intensity, in the following format:**

Parameter	Unit	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	2152.589	1762.486
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	2330.703	2061.013
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		0.00000065	0.00000049
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity		-	-

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

We haven't carried out assessment / evaluation / assurance from any external agency.

**7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.**

Yes, we have employed advanced Heating, Ventilation and Air Conditioning (HVAC) technology into our systems, leveraging eco-friendly gases such as R-33, R410, and R407. We have reduced energy consumption through equipment updates. We also use briquette-based boilers instead of fuel oil-based boilers to reduce greenhouse emission and accelerate our green transition. We have also reduced GHG emissions through process optimization. These environmentally conscious choices align with our commitment to sustainable practices while ensuring efficient and effective climate control for our facilities. Furthermore, the Company ensures to adopt environmentally responsible practices by disposing of waste generated during production operations in accordance with all relevant environmental laws. We have also substituted incineration of waste with pre-processing.

**8. Provide details related to waste management by the entity, in the following format:**

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	22.2411	12.32
E-waste (B)	-	-
Bio-medical waste (C)	9.016	5.353
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	4.35	7.283
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
<b>Total (A+B + C + D + E + F + G+H)</b>	<b>35.6071</b>	<b>24.956</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(I) Recycled	0.011	-
(ii) Re-used	2.194	1.256
(iii) Other recovery operations	-	-
<b>Total</b>	<b>2.205</b>	<b>1.256</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(I) Incineration	-	7.355
(ii) Landfilling	-	-
(iii) Other disposal operations	12.98	-
<b>Total</b>	<b>12.98</b>	<b>7.355</b>

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

We haven't carried out assessment / evaluation / assurance from any external agency.

**9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

The Company has implemented waste management plan and SOP's in this regard are in place that encompasses various strategies for waste reduction, segregation and safe disposal. To optimize resources and minimize waste, the company has implemented several initiatives aimed at reducing manufacturing rejections. In dealing with hazardous waste, the company prioritizes environmentally friendly practices, diverting a significant portion of it for co-processing instead of resorting to incineration or landfilling. Furthermore, the Company ensures environmentally responsible practices by disposing of waste generated during production operations in accordance with all relevant environmental laws.

**10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:**

The Company does not have any office or plant facilities situated in/around ecologically sensitive areas.

**11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

No environmental impact assessment was undertaken during the financial year 2022-2023.

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, the Company is compliant with the applicable environmental law / regulations / guidelines in India.

**Leadership Indicators**

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption(A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources ( C )	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	-	-
<b>From non-renewable sources</b>		
Total electricity consumption(D)	19,37,06,82,000 Kilo Joules	17,12,92,68,000 Kilo Joules
Total fuel consumption( E)	17,89,03,65,600 Kilo Joules	14,64,81,84,000 Kilo Joules
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources(D+E+F)</b>	37,26,10,47,600 Kilo Joules	31,77,74,52,000 Kilo Joules

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

No, we haven't carried out assessment / evaluation / assurance from any external agency.

2. Provide the following details related to water discharged:

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment -please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>		

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

No, we haven't carried out assessment / evaluation / assurance from any external agency.

### 3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area: NIL
- (ii) Nature of operations: NIL
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	-	-
<b>Total volume of water consumption (in kilolitres)</b>	-	-
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	-	-
<b>Water intensity</b> (optional) - the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
(ii) Into Groundwater		
- No Treatment	-	-
- With Treatment -please specify level of treatment	-	-
(iii) into Seawater		
- No Treatment	-	-
- With Treatment -please specify level of treatment	-	-
(iv) Sent to third-parties		
- No Treatment	-	-
- With Treatment -please specify level of treatment	-	-
(v) Others		
- No Treatment	-	-
- With Treatment -please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	-	-

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

No, we haven't carried out assessment / evaluation / assurance from any external agency.

**5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Not Applicable

**6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

Sr. No.	Initiative Taken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Primary & Secondary Condenser	The Company has implemented primary and secondary condensers to optimize solvent recovery and reduce the release of ambient air emissions.	1. Decrease in fuel consumption 2. Minimization of environmental impacts in the surrounding area
2	Use of cooling tower	We utilize a cooling tower to reduce the amount of fresh water used.	To decrease the consumption of fresh water
3	Use best Air Pollution Control System (APCS)	We utilize a Bag Filter and Multi Cyclone Separator to reduce the release of particulate matter into the surrounding air. Additionally, we employ a scrubber system to address gas emissions.	To minimize the presence of gases and particulate matter in the surrounding air.
4	Fuel Substitution	We use briquette-based boilers instead of fuel oil-based boilers at Navsari plant	Reduces greenhouse emission & accelerate green transition.

**7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**

Yes, the Company has a comprehensive plan in place for business continuity and on-site emergencies. This comprehensive business continuity plan equips the Company to effectively respond to challenges posed by natural calamities or unforeseen events that could potentially disrupt regular business operations. To ensure preparedness, the workforce undergoes regular training and disaster management exercises to handle potential emergency situations effectively. Further, the Company has well-defined risk management plan and policy which aims to minimize losses associated with disasters by evaluating potential disruptions and implementing mitigation strategies thereby ensuring a secure and resilient business environment.

**8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

Not Applicable

**9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

During the reporting period, the Company did not assess any of its value chain partners on the basis of their environmental impacts.

**PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT**

**Essential Indicators**

**1. a. Number of affiliations with trade and industry chambers/ associations.**

The Company is a member of four trade and industry chambers/ associations.

**b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Pharmaceuticals Export Promotion Council of India (PHARMEXCIL)	National
2	IMC Chamber of Commerce and Industry	National
3	Indian Drug Manufacturers Association (IDMA)	National
4	The Council of EU Chambers of Commerce in India	National

**2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.**

During the reporting period, there was no adverse order issued from regulatory authorities pertaining to anti-competitive conduct.



## PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

### Essential Indicators

- 1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

During the year under review, the Company has not undertaken any Social Impact Assessments (SIA).

- 2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

The Company has not undertaken any project which require Rehabilitation and Resettlement (R&R).

- 3. Describe the mechanisms to receive and redress grievances of the community.**

The Company actively engages in community welfare initiatives by collaborating with various NGO partners. These partnerships serve as effective channels for the community to voice their concerns and seek redressal. Our NGO partners, who implement our Corporate Social Responsibility initiatives, directly deal with grievances from the community. Further, all agreements entered by the Company with the stakeholders contain clauses on handling of disputes wherever required.

- 4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	<b>FY 2022-2023 (Current Financial Year)</b>	<b>FY 2021-2022 (Previous Financial Year)</b>
Directly sourced from MSMEs/ small producers	4.62	7.57
Sourced directly from within the district and neighbouring districts	20.72	39.37

## PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

### Essential Indicators

- 1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Company has adequate Standard Operating Procedures to address the Customer Complaints and resolve the concerns and issues at the highest priority, without escalating the matter. The Company has standard procedures for handling and investigating product quality complaints originating from diverse sources, including customers, regulatory agencies, doctors, hospitals, distributors, and suppliers. If any consumer complaint is received w.r.t. quality of product, preliminary assessment of the same is done by the Quality Assurance ('QA') team and a Corrective and Preventive Action is initiated. All the complaints are investigated within 30 working days and relevant actions are taken to prevent future occurrences. Upon investigation of the complaint, the QA team sends a 'Complaint Reply Form' to the complainant and allows a reasonable period of 15 working days to receive any additional comments or feedback. After considering any additional input, the complaint is then officially closed, ensuring that the matter is fully addressed to the satisfaction of all parties involved.

- 2. Turnover of products and/services as a percentage of turnover from all products/services that carry information about:**

	<b>As a percentage of total turnover</b>
Environmental and Social parameters relevant to the product	-
Safe and responsible usage	100
Recycling and/or safe disposal	100

**3. Number of complaints in respect of the following :**

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-2022 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-Security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Others- related with Products, Packaging of Products etc.	23	Nil	Resolved	38	Nil	Resolved

**4. Details of instances of product recalls on account of safety issues:**

	Number	Reason for recall
Voluntary recalls	-	Not Applicable
Forced recalls	-	Not Applicable

**5. Does the entity have a framework/policy on cyber security and risks related to data privacy ? (Yes/No) if available, provide a web link of the policy -**

Yes, the Company has in place framework on cyber security and risks related to data privacy to provide effective measures aimed at averting potential cyber threats and the same is available on the Company's intranet for the employees of the Company.

**6. Provide details of any corrective actions taken or underway on issues relating to advertising and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/ action taken by regulatory authorities on safety of products/services.**

No Penalties/Regulatory actions have been levied or taken on the aforementioned parameters.

**Leadership Indicators**

**1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

Yes, the Company's website provides information about the leading products of the Company at [www.gufic.com](http://www.gufic.com). Further complete details of the product are also available on the product leaflets.

**2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

The Company adheres to relevant regulatory requirements by disclosing information to its stakeholders on the safe and responsible usage of the Products. The information label attached to each product informs the consumers about instructions for pharmacokinetics, safe use, ingredients, composition, side effects, guidance on appropriate storage conditions among others.

**3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

As per the guidelines of National Pharmaceutical Pricing Authority, the Company discloses discontinuation of any scheduled formulation by issuing a public notice for relevant stakeholders in addition to informing the Government at least six months prior to the intended date of discontinuation. Further the Company also follows recall procedure as and when required.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable)-**

No, product information is displayed on the product as per local laws/ FDA.

**If yes, provide details in brief. - Not Applicable**

**Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No) - No**

**5. Provide the following information relating to data breaches:**

- a. **Number of instances of data breaches along-with impact -Nil**
- b. **Percentage of data breaches involving personally identifiable information of customers- Nil**